



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 62649

File ID: 62649

File Type: Resolution

Status: Passed

Version: 2

Reference:

Controlling Body: Human Resources Department

Lead Referral: COMMITTEE ON EMPLOYEE RELATIONS

File Created Date : 10/14/2020

File Name: Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1

Final Action: 11/17/2020

Title: SUBSTITUTE - Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

Notes:

Sponsors: Michael E. Verveer, Lindsay Lemmer, Rebecca Kemble, Barbara Harrington-McKinney, Sheri Carter and Keith Furman

Effective Date: 11/24/2020

Attachments: File 62520.pdf, Coalition Joint position paper to CER 10 2 2020.pdf, City's reply to MCAA position paper.pdf, Labor Relations Report Meet and Confer Changes 2020 second (002).doc, Resolution 62649 Version 1.pdf, 62649-Wage Equity Fiscal Analysis.pdf

Enactment Number: RES-20-00783

Author: Human Resources

Hearing Date:

Entered by: bgillitzer@cityofmadison.com

Published Date:

Approval History

Version	Date	Approver	Action
1		Laura Larsen	Approve
2		Laura Larsen	Approve

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Human Resources Department	10/14/2020	Referred for Introduction				
	Action Text: This Resolution was Referred for Introduction						
	Notes: Finance Committee (10/26/20), Committee on Employee Relations (10/22/20), Common Council (11/10/20).						
1	COMMON COUNCIL	10/20/2020	Refer	FINANCE COMMITTEE		10/26/2020	Pass
	Action Text: A motion was made by Carter, seconded by Abbas, to Refer to the FINANCE COMMITTEE. The motion passed by voice vote/other.						
	Notes: Additional referral to Committee on Employee Relations (10/22/20)						
1	FINANCE COMMITTEE	10/20/2020	Refer	COMMITTEE ON EMPLOYEE RELATIONS		10/22/2020	
	Action Text: This Resolution was Refer to the COMMITTEE ON EMPLOYEE RELATIONS						
	Notes:						
1	COMMITTEE ON EMPLOYEE RELATIONS	10/22/2020	Return to Lead with the Following Recommendation(s)	FINANCE COMMITTEE		10/26/2020	Pass

Action Text: Motion to amend resolution by La Luzerne with the 'Whereas' and 'Be it finally resolved' clauses listed below. Seconded by Ordaz.

WHEREAS, the City is committed to providing equitable wage increases to employees at all levels of the organization, as most recently expressed in resolutions RES-15-00778 (File No. 39320, establishing a multi-year wage package for general municipal employees) and RES-19-00720 (File No. 57531, granting a retroactive pay increase to a compensation group in the name of wage equity); and

BE IT FINALLY RESOLVED that the CER recommends to the Common Council, and the Common Council hereby adopts, the wage package described above, or an alternate path to achieve wage equity by 2024.

Point of Order clarification. Motion withdrawn by LaLuzerne; no objections.

Reintroduced motion for resolution by LaLuzerne, seconded by Phillips.

New motion by LaLuzerne to amend the resolution with 'Whereas' clause. Seconded by Furman
Amendment 1 passes with no objections.

Motion to amend resolution by LaLuzerne with 'Be it finally resolved' clause, seconded by Ordaz.
Beth. Amendment 2 passes with no objections.

Friendly motion to amend language and strike the CER recommends to the Common Council, and;
motion accepted by Ellen.

Motion to add Amendments

Roll Call Vote
Rob – No
Keith – No
Ellen – Yes
Connie – Yes
Mike – Yes
Beth – Yes
Heather – Yes

Motion Passes.

Motion to recommend Main Resolution as Amended

Roll Call Vote
Rob – Yes
Keith – No
Ellen – Yes
Connie – Yes
Mike – Yes
Beth – Yes
Heather – Yes

Main Resolution as Amended Passes.

Absent: 1 Gretchen R. Lowe
Ayes: 6 Michael E. Verveer; Rob Phillips; Connie Thompson; Heather Stouder;
Bethany E. Ordaz and Ellen M. La Luzerne
Noes: 1 Keith Furman
Non Voting: 1 Harper Donahue

1 FINANCE COMMITTEE 10/26/2020 RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER Pass

Action Text: A motion was made by Carter, seconded by Bidar, to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by voice vote/other.

Alder Verveer moved substitute (seconded by Kemble) moved the substitute resolution. Alder Furman (seconded by Bidar) moved a motion to update the final RESOLVED clause to read 'BE IT FINALLY RESOLVED that the Common council recommends a wage package that achieves wage equity by 2024'. This addition was considered friendly by the body. This motion passed by voice vote. The primary motion passed with a voice vote.

2 COMMON COUNCIL 11/17/2020 Adopt Pass

Action Text: A motion was made by Carter, seconded by Bidar, to Adopt. The motion passed by voice vote/other.

There were 22 registrants in support.

Text of Legislative File 62649

Fiscal Note

The proposed resolution would adopt and confirm modifications to the Employee Benefits Handbook for General Municipal Employees, Madison Professional and Supervisory Employees, and the Madison City Attorneys' Association for the year 2021. Proposed modifications include:

- Increase night shift premium and Sunday differential by \$0.25 (projected cost of \$9,300)
- Add similar language as the CG 15 call-in shift provision for CG 16 employees (projected cost of \$13,500);
- Increase in tools allowance for Fleet Employees by \$40 (projected cost of \$1,040);
- Add language for positions requiring a law degree to be eligible for MCAA membership (no projected cost); and

In total, these provisions are projected to result in a cost of \$23,840.

The overall impact of the proposed wage increase outlined in this resolution is \$16.6 million, the General Fund share of this increase is \$10.8 million over the full life of the wage proposal. See the attached document for a detailed fiscal analysis of the wage provisions of this proposal.

Title

SUBSTITUTE - Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

Body

WHEREAS, 2011 Wisconsin Act 10 ("Act 10") and 2011 Wisconsin Act 32 ("Act 32"), removed bargaining rights for general municipal employees and MCAA other than base wages; and,

WHEREAS, the City created the Employee Benefits Handbooks for General Municipal Employees which is a general guide for the discussion, application, and enforcement of the provision of benefits to employees within the applicable compensation groups and created a similar handbook for the Madison City Attorney's Association (MCAA); and,

WHEREAS, the existence of the handbooks does not create an expressed or implied contract and is not a collectively bargained agreement; and,

WHEREAS, the handbooks will not override the Madison General Ordinances, City Administrative Procedure Memoranda or State and Federal law; and,

WHEREAS, it is the City's intent that the handbooks will be modified and updated in cooperation with the employee representatives and approved by the Committee on Employee Relations (CER) and the Common Council, and

WHEREAS, the CER met on October 8 to review the agreed handbook changes, and to hear the positions of the voluntary associations representing the general municipal employees groups (Local 6000, Local 236, MPSEA and MCAA) regarding a 6% wage disparity as of 2021 behind the represented employees, also heard the position of Labor Management regarding these topics; and

WHEREAS, the CER is an advisory body that makes recommendations to the Mayor and Common Council about wages and proposed changes to rates of pay; and

WHEREAS, at that meeting the CER voted to recommend the Associations' proposed wage package, "or an alternate path to achieve wage equity by 2024." The Association's wage package is as follows:

1. 2021
 - a. Accept City's proposal to not increase wages due to fiscal uncertainty.
2. 2022
 - a. Increase wages by 1.25% with retroactive equity pay to July 2019
 - b. Increase wages by 3.75% with retroactive equity pay to January 1, 2021
 - c. Increase wages by an agreed upon amount plus a "Me Too" clause
3. 2023
 - a. Increase wages by an agreed upon amount (3.25%) plus a "Me Too" clause
4. 2024
 - a. Increase wages by an agreed upon amount (3.25%) plus a "Me Too" clause

WHEREAS, the City is committed to providing equitable wage increases to employees at all levels of the organization, as most recently expressed in resolutions RES-15-00778 (File No. 39320, establishing a multi-year wage package for general municipal employees) and RES-19-00720 (File No. 57531, granting a retroactive pay increase to a compensation group in the name of wage equity); and

NOW, THEREFORE, BE IT RESOLVED, the MCAA and Employee Benefits Handbook for General Municipal Employees created November, 2018, is modified to incorporate language regarding:

- Increase night shift premium by 25 cents per hour for Compensation Groups 15, 16, 20, 32, and 33. The shift differential will be \$1.00 an hour Monday through Friday, and \$1.25 on Sunday.
- Extend the practice of reporting for a call-in work shift that is currently afforded to Compensation Group 15 to Compensation Group 16 employees. The current practice is if an employee is called in and reports within one (1) hour, the employee is paid for twenty (20) minutes of travel.
- Increase tool allowance for Fleet Technicians from \$40 per month to \$80 per month in agreement to no longer perform personal vehicle repairs at any City facility, at any time.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Employee Benefit Handbooks for the Madison City Attorneys' Association for the period January 1, 2021 through December 31, 2021 is modified to incorporate language regarding:

- Add to MCAA handbook: If any other agency adds a Hearing Examiner employee and the position is required to be a lawyer, they will be eligible to be an MCAA member.

BE IT FURTHER RESOLVED the above handbook changes are hereby adopted in their entirety and confirmed in all respects and the Mayor and Clerk are authorized to sign any agreements needed; and

~~BE IT FINALLY RESOLVED that the CER recommends to the Common Council hereby adopts the wage package described above, or an alternate path to achieve wage equity by 2024.~~

BE IT FINALLY RESOLVED that the Common council recommends a wage package that achieves wage equity by 2024